

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Report to HPSCI and SSCI on Benefits Accruing from the
Undergraduate Training Program

FROM:

C/ DDA/MS

7D18 HQS

EXTENSION

NO.

DDA-87-0322

DATE

25 Feb 87

TO: (Officer designation, room number, and
building)

DATE

OFFICER'S
INITIALSCOMMENTS (Number each comment to show from whom
to whom. Draw a line across column after each comment.)

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FORM
1-79**610** USE PREVIOUS
EDITIONS

25 FEB 1987

Report to HPSCI and SSCI on Benefits Accruing from the
Undergraduate Training Program

As required in Title IV, Sections 505 and 506 of the unclassified, Joint Explanatory Statement of the Committee on Conference, CIA has developed an undergraduate training program which could lead to baccalaureate degrees and intelligence careers for high school students interested in and capable of developing skills critical to the Agency's mission. The program will provide tuition assistance and CIA work experience to students pursuing intelligence related studies with the understanding that they will become full-time CIA employees upon graduation.

This innovative program has the potential to enhance recruitment by tapping new sources for applicants. It also could assist us in broadening the cultural base of our employees, which would enhance their effectiveness in carrying out our worldwide intelligence mission. Finally, it will enhance our ability to develop a core of employees with critical skills. We will be looking for potential operations officers, linguists, engineers, polygraphers, economists, and other specialists essential to our mission.

PROCEDURES

The Agency will enter into a contractual arrangement with Scholarship Selection Services of Educational Testing Services (ETS), Princeton, New Jersey, to identify high-aptitude high school students, especially those from minority groups and, where possible, the disabled, from whom we will select candidates for this program. We plan to hire five students in 1987 and expand by five students a year to a maximum of 20 students per year. Those students hired in this program will begin as GS-03s and be promoted yearly based on satisfactory course work and job performance. The intent of these promotions is to have the students at the general professional entry grade level of GS-07 at the end of their four-year academic program.

CONDITIONS AND OBLIGATIONS

Students hired into this program will be required to agree to the following conditions:

- a. Complete a mutually agreed upon educational course of study at a fully accredited four-year college or university selected by the student and approved by the Agency.
- b. Maintain a Grade Point Average of 2.5 or higher (out of a 4.0 grade system).

- c. Work at an Agency facility during summer breaks between academic school years and other times acceptable to the employee and the Agency.
- d. Reimburse the Agency for the educational costs under the program (excluding pay and allowances) if the student fails to complete the course of study or fails to serve as an Agency employee.
- e. Immediately following college graduation, serve as an Agency employee for a period of one-and-a-half years for each year of Agency academic sponsorship. For the normal undergraduate curriculum of four 9-month school years, this would be 54 months.

The Agency will pay expenses including an annual salary, tuition, room and board, fees, materials, and supplies. The total amount per student, per year, will not exceed \$10,000 over and above salary and benefits.

The Agency will also pay the cost of transportation between the academic institution and Washington for work periods.

SUMMARY

In implementing this program, we are mindful that open Agency sponsorship of these students could limit their opportunities to hold cover positions. Likewise, our overseas environment could limit placement opportunities for students with physical disabilities. We will, however, strive to match the critical skills these students develop with our needs to make this program mutually beneficial to the students and the Agency.